

Child Welfare League of America

130 East Twenty-second Street, New York City

Bulletin

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Pestalozzi, in 1778, observed:

"It will be very interesting for humanity to see that imbecile children, who, badly brought up, would have had nothing but the madhouse before them, may by tender care be saved from this sad end, and taught to earn a modest and independent livelihood."—(From remarks in the record of one of his pupils, Maria Baechli, at Neuhof.)

REDUCING THE RISKS OF CHILD ADOPTION

By ARNOLD GESELL, M.D.

Director of Yale Psycho-Clinic, Yale University

The adoption of a child is a responsibility not to be lightly undertaken. Child adoption is scarcely less significant for society than marriage itself. The law expresses the full seriousness of the whole situation when it solemnly declares that "the adopted child shall be as though born in wedlock."

The care with which child adoption is safeguarded and administered must therefore furnish some indication of the general level of community conscience and social control. Child adoption cannot be entrusted to intuition and to romantic impulse.

It is, of course, granted that on the physical and economic side every case of proposed adoption must receive careful investigation. The health of the child, the physical fitness of the foster parents and their ability to provide the necessities of home life and education, must be determined. There should be no undue risks in these directions. But there are mental factors also to be considered, for these often prove to be most consequential in determining the fate of an adoption.

This article will deal briefly with what might be called the psychological risks of adoption. Where are the risks? First of all, we must look for them in the mental make-up of the parents who seek a child. Although we touch, here, deep and sacred springs of mental life, it is important to ascertain, at least, the soundness of the

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CHURCH WORKERS FOR DEPENDENT CHILDREN FACE PROBLEMS

(This is a partial summary of the proceedings of the Conference on Church Work for Dependent and Neglected Children. This Conference provided the first occasion for bringing together from the principal Protestant denominations nearly 200 church officials and workers from institutions and child-placing agencies which operate under church auspices.)

"The work of caring for dependent children is an essential part of a Christian Social Service program, but it is vitally important that only those should undertake to do it who can do it well." This was one of several points emphasized by Rev. George C. Enders, D.D., at the Conference on Church Work for Dependent and Neglected Children, held in New York City April 21, 22, under joint auspices of the Federal Council of the Churches of Christ in America and the Child Welfare League of America. Dr. Enders made the above statement in commenting on the official action of his church, the General Convention of the Christian Church, when it confronted the request of a local orphanage for recognition as one of the denomination's national projects in social service. The decision of the national governing body of this Church to withhold its endorsement of this orphanage as a Convention enterprise was based, not upon prejudice against institutional care, but upon a careful study of the social and financial policies and of the location, equipment and staff of the institution and upon a case by case study of the children in residence at the institution. (These studies were made with the assistance of the Child Welfare League of America and the Bureau of Children, Pennsylvania Department of Welfare.)

The report based on these studies referred to the institution as "inadequately equipped, insufficiently manned, and improperly located," although the founders were accredited with "fine Christian sympathy for neglected children, the noble purpose to render them real Christian service, and the spirit of self-sacrifice." This placed upon the church governing body the embarrassing responsibility for deciding whether to endorse the orphanage, with its poor work, yet with a con-

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motives which impel to the proposed adoption. Sometimes the husband and wife are not clear or confident about these motives; sometimes there is conflict between husband and wife in the matter. Occasionally there may be latent jealousy, as unfortunate case histories of adoption have too often proved. One parent comes to resent the affection which the other gives to the newcomer child. Strangely enough, the impulse to adoption may even prove to be essentially selfish. Again one finds profound ignorance of the meaning of childhood. We recently heard of a foster-mother who had so little perspective of her problem that she was apparently rather disappointed when she found that her adopted infant would not always remain in the state of infancy!

Fortunately, mere ignorance about the nature and needs of children can be overcome by experience and training. When the motives for adoption are basically wholesome, adoptions have a way of working out to a happy issue. Good judgment and skill of management are valuable assets in rearing a child, but the governing factors are the emotions, the ideals and the subconscious desires of the parents. In the long run the success of adoption hinges on the fundamental attitude and the fundamental philosophy of the foster parents. This is one reason why happy adoptions are to be found at every social level where health of mind is characteristic of the foster parents.

From the standpoint of risk and prevention it is, of course, important to discover all those instances where an unstable or even neurotic trend endangers the altruistic outcome of adoption.

It is far from our intention to exaggerate the risks of adoption: we are concerned with the recognition and reduction of such risks. Even if only a small fraction of all instances of adoption miscarry, it is most important to reduce that fraction by a study of all of the psychological factors which underlie adoption. The task of child adoption is indeed so complicated that it cannot be entrusted to sheer impulse or to unassisted common sense. The combined critical judgment of the social investigator, the court, the physician, and the mental examiner, may well enter into the regulation of adoption.

The greatest universal safeguard is a period of probation which will put the morale of the foster parents and the compatibility between parents and child to test. Legally and morally, in the interest of the child, no adoption should be consummated without an ample period of probation.

When the period of probation is supplemented by careful clinical examinations, it is possible to determine in a precautionary way the normality of intelligence

even in a young child or infant. Mental examinations are particularly necessary to forestall serious errors of selection in oversanguine foster parents who may have their hearts set on putting their child through high school or through college. It is a question whether any parent, adoptive or natural, should ever impose too specific a goal upon a growing child, and the adoption of an infant surely cannot be put on the same basis as vocational placement. However, it is desirable to learn everything we can about the constitution and capacities of the foster child.

It is quite erroneous to suppose that excellent care and environmental advantages can in themselves determine the caliber of the child. Infants as well as adults differ in their native abilities, and only careful, consecutive examinations can determine the general developmental outlook of any child. Such examinations will confirm normality when it is obvious or taken for granted. They will also discover subnormality when it is altogether concealed in the general ambiguousness of infancy. They will sometimes reveal normal or even superior endowment when it is least suspected because of the poor repute of the child's origin.

Infants, after all, are individuals. Adoption raises a searching question regarding their developmental potentialities. We should take nothing for granted, but appraise these potentialities as judiciously as possible, through appropriate diagnostic methods. How this may be accomplished has been indicated in two other publications.* The development of the infant mind is intricate, but it is lawful. And because it is lawful it is within certain limits predictable. A developmental diagnosis and prognosis are based on a systematic study of the infant's behavior in relation to his age.

Though it is impossible to cast a horoscope, it is unnecessary to proceed blindly in the dark. Infants should be thoroughly examined prior to adoption. Clinical safeguards cannot solve all the problems of child adoption, but they can steadily improve its methods and make them both more scientific and humane.

And after every reasonable safeguard has been taken there will still be ample room for faith and for sacrifice. There should be. Although child adoption has added abundantly to the domestic happiness of the world, it will always remain a challenge to character and unselfishness.

* Arnold Gesell: *THE MENTAL GROWTH OF THE PRE-SCHOOL CHILD: A Psychological Outline of Normal Development from Birth to the Sixth Year, including A System of Developmental Diagnosis*. Macmillan Co., New York, 1925, p. 447 (Chapter 36, Clinical Phases of Child Adoption).

Arnold Gesell: *PSYCHOCLINICAL GUIDANCE IN CHILD ADOPTION*: U. S. Children's Bureau Publication, 1926, p. 12.

THE BULLETIN IS NOT PRINTED IN JULY AND AUGUST. Material for the June issue must be submitted at once.

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stituency of devout founders and supporters, or to withhold endorsement because the work seemed to fall far short of standards desirable in church service to children.

Certainly the final decision to withhold endorsement required some courage. To Dr. Enders the decision meant that "no care for the dependent child is sufficiently good so long as better care is available." Urging that in all work for dependent and neglected children the child should be the end, and denominational loyalties entirely secondary, he also said, "genuine loyalty to a Christian denomination is identical with loyalty to Christ, and whenever a child welfare institution is created or sustained for its own sake or for denominational glory, it becomes disloyal to Christ. In other words, what is frequently thought of as church loyalty in work with children is frequently nothing more than misdirected sentiment."

Among the conclusions recommended by Dr. Enders' Committee and published in the official proceedings of the General Convention of this Church are the following:

"2. Since the child problem is in most cases inseparably connected with the home problem, in general the dependent child should be cared for as near his former home as possible. For strong social and legal reasons the dependent child should not be removed to another state unless it is found impossible to care for him properly in his own state.

"3. While the orphanage still has its place, it has so many disadvantages that institutional care for children is not to be regarded as equivalent to family care.

"8. Since the spirit of Christian benevolence which seeks to express itself in caring for dependent and neglected children should not only be conserved and highly commended, but should be distinctly encouraged and developed, we recommend that the Bureau of Social Service be instructed to co-operate with existing child welfare agencies in working out a more complete child welfare program."

Within these conclusions, and in Dr. Enders' personal statements, lie several challenges to more consistent social planning which are seldom heard among church workers. Also he pointed out that so-called denominational orphanages sometimes are neither denominational nor, strictly speaking, engaged in the care of orphans. In the case of the institution with which he was best acquainted he found that only a few of the children were of his Church and that all but one were known to have one or both parents living.

Attendance at the Conference included about 200 men and women who came from nineteen states. They represented, in some cases unofficially, at least twelve of the larger Protestant communions. There were several church officials and public officials and other social workers who attended and participated in the discussions.

In considering the ways and means needed in reducing the separations of children from their parents, there was repeated emphasis on the value of mothers' aid or widows' pensions. Mr. Charles H. Johnson, Director of the New York State Board of Charities, told of a decrease in the numbers of children in orphanages coincident with the development of aid to mothers under the child welfare law of New York.

Rev. M. L. Kesler, D.D., General Manager of Thomasville Baptist Orphanage, Thomasville, N. C., whose institution raises about \$25,000 a year for mothers' aid, finds it possible, within the limits of that sum, to keep 385 children and their 86 mothers together in their own homes. The health and education of these children are safeguarded by the field worker who supervises all of these 86 families. Because of the motivation derived from the Christian impulse for service and because the Church provides the necessary organization for financing and in other ways supporting the work, Dr. Kesler considers a church or denominational agency well fitted to care for dependent and neglected children. He urged that, "the Church should be the great agency for conserving the home and for utilizing all the home resources."

"In the work of the Thomasville Baptist Orphanage we have been driven by experience to a more careful type of case work, not only in receiving children, but also in relating our work to the home concerned or the remnant of a home from which the child comes. So even an orphanage must enlarge the scope of its work from mere child welfare to family welfare. It is imperative first to utilize all the home resources in the immediate family and among relatives, thereby making the child's reception in the Orphanage the last resort. In the effort to check the tendency to rush all needy children to the Orphanage we were led to undertake mothers' aid. We considered it little less than a crime to take children from a good and capable mother for no other reason than that she was financially unable to care for them. We undertook this work some years before the State of North Carolina undertook it under the State Board of Public Welfare."

Besides those who receive care in their own homes the Thomasville Baptist Orphanage provides institutional care for more than 500 children. Like most of the speakers at this Conference, Dr. Kesler indicated that there will continue to be a need for the institution. However, the proper care of a child in an institution is expensive to the community—a good argument for using institutional facilities only for those for whom suitable family home care is not available.

Referring to the cost of a mothers' aid program Dr. Kesler said: "The cost of aiding these mothers with their children is less than one-third of the cost of keeping them in the orphanage. So while we are preventing the breaking up of homes, we are working in the interest of

THE CHILD WELFARE LEAGUE OF AMERICA

President—MISS NEVA R. DEARDORFF, Philadelphia

Vice-President—ALBERT H. STONEMAN, Detroit

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Executive Director—C. C. CARSTENS, New York

economy also, but the greatest economy is the saving of the home."

The history and technique of mothers' aid were discussed by Miss Mary F. Bogue, State Supervisor of the Mothers' Assistance Fund of Pennsylvania. In showing the difference between old methods of poor relief (plenty of which are in use today) and mothers' aid, she said that mothers' aid is characterized by:

- (a) the recognition of the mother's contribution to society in the upbringing of her children;
- (b) the recognition of the value of home and family life;
- (c) the recognition of the child as an asset of the state;
- (d) the recognition of the principle that relief is a means to an end — character, independence, citizenship, etc.

Three church orphanage superintendents (Mrs. Bettie R. Brown from Missouri, Miss Helen Day from New York and Rev. L. Ross Lynn from South Carolina), representing three different denominations and three very different institutions, told of essentials in the program of a church institution for children. Each of these speakers stressed the need for high grade staff if the institution is to maintain standards of child care which may be called Christian. Various illustrations were given showing how institutions may use the clinical, educational, vocational, recreational and religious facilities of the community. With their increasing use of social case work methods, at the same time keeping pace with and co-operating with other social agencies in the community, institutions will make themselves more and more indispensable.

Child-placing work under Protestant church auspices was reviewed by Miss Frances Knight, Director of the Methodist Children's Home Society of Michigan, and Rev. G. H. Bechtold, Executive Secretary of the Board of Inner Missions, Evangelical Lutheran Ministerium of Pennsylvania. Both speakers emphasized the importance of giving children careful medical and psychological examinations and the professional treatment and care recommended by the examiners. Also there should be psychiatric service available for any whose behavior or whose physical and mental equipment present unusual problems. Miss Knight told of provisions for parental education among her foster mothers. Other mothers in the community have taken advantage of the lectures, discussions and printed articles which

originally were planned for the women with whom children were placed. Of the 210 children under care of this Society, 160 were in family boarding homes, only a few being placed in free homes or homes for adoption. The small institution owned by the Society is used as a receiving home where children may receive care and critical observation while awaiting placement. The number in this institution is usually between ten and twenty. Besides paying board for the children placed in family homes Miss Knight also favors paying for medical and other clinical service, which should be of the best to be found in the community. Mr. Bechtold and Miss Knight emphasized the necessity for persistent follow-up in all medical work, as otherwise many of a child's most serious handicaps are sure to be ignored. Failure to make this provision complicates most of the placing-out and institutional work for children. Several speakers urged that the same careful case work is needed whether the child is cared for by a child-placing agency or an institution.

Representatives of the Federal Council of Churches and the Child Welfare League of America told of their co-operation in the study of church work for dependent and neglected children, and of the efforts of these two organizations to improve the quality of this work.

In its work with the churches the Child Welfare League of America has found about 420 institutions and child-placing agencies under Protestant denominational auspices in the United States. These care for about 27,000 children at an annual cost of between \$6,000,000 and \$8,000,000. It requires the full-time service of about 4,000 full-time employees to care for these children.

In the foundation and development of this work there has been little of the planning and interdenominational co-operation to which the churches have committed themselves in their foreign missions. Obviously this has led to much duplication and a consequent lowering of the standards of child care in many church institutions. Equally deplorable standards of child care may be found where the children are placed out in family homes without proper selection and supervision of the homes used.

The following illustration was given by Mr. H. W. Hopkirk, of the Department of Institutional Care, Child Welfare League of America:

"In one county in western Pennsylvania we find three Lutheran institutions doing a similar work. It is true that the affiliations are with different synods or communions within Lutheranism. But when we consider that this is not an urban county (although some of the children come from Pittsburgh) we cannot help feeling that were they beginning today these same Lutheran bodies—with their increasing readiness to co-operate—would unite in founding only one institution in order to economize and to secure higher standards of service."

Three of the resolutions adopted by the Conference deal with this subject:

- "2. It is resolved by this Conference that in order to avoid duplication of the work of existing institutions and agencies and to assure a socially sound and economical development of child welfare resources, churches which contemplate the establishment of new institutions or child-placing agencies should study critically the work now being done in order to find what is most needed. In studying the child welfare needs of any community or area it is desirable to consult with church child welfare officials, state child welfare boards and national social service organizations, such as the Child Welfare League of America, the Federal Children's Bureau and the Federal Council of Churches.
- "3. It is resolved that each state should have legislation which forbids operation without annual license by a competent state authority of all institutions or agencies caring for dependent and neglected children.
- "4. This Conference resolves: That while as a general rule philanthropic purposes can best be promoted by direct and absolute donations and bequests to suitable institutions engaged in the desired work, if a public benefactor does not wish to make an absolute donation or bequest but desires to create a trust, he should do so preferably under one of the following plans:
 - "(a) When a person has clearly in mind a definite object for which he desires to *create a trust* and that object is cared for wisely and well by a suitable corporation of permanence and character, having power to accept trusts for its own purposes and suitable equipment for the management of trust funds, he may wisely make his donations and bequests *directly to such corporation as trustee for such purpose.*
 - "(b) When a person contemplates the creation of a trust for some charitable object and is *uncertain* as to the precise methods of carrying his purpose into effect or contemplates benefiting a class of persons, an organization or a group of organizations, the perpetuity or management of which may be open to question—in these and similar cases of doubt and uncertainty—he may wisely make his donations and bequests to a suitable church foundation, Trust Company or Bank, having trust powers, which is prepared to receive trusts under an agreement known as the *Uniform Trust for Public Uses*, and thus avail himself of suitable provisions therein made for future adjustments and adaptations safeguarding his original intentions and tending to reduce causes for litigation to a minimum."

In the report of the Child Welfare League's work with church institutions and agencies it was asserted that not more than fifteen or twenty per cent of these organizations provide case work on their admissions.

Were such case work available for all agencies and were all of the cases now receiving care thereby submitted to a more thorough scrutiny, from thirty to sixty per cent of the children under care would be returned to relatives or to others who are more properly equipped financially, and in other ways, to provide the care needed.

The development of such a case work program will not put these institutions and agencies out of business (except possibly in the cases of a few which have been extremely careless with their admissions), but will lead to a more economical use of institutions and foster homes for those children most in need of care. With such improvements in social service we find a disappearance of the waiting lists which are an index to the inefficient functioning of the more primitive policies and technique on admissions. The well-equipped agency or institution now sends a field worker to interview relatives and to work with the family as soon as an application for the care of a child is received.

As Dr. Kesler indicated in his address at the first session of the Conference, "the greatest economy is the saving of the home." The following resolution refers to the need for more and better case work on admissions, and for the preventive work which is facilitated by such methods:

- "1. In accord with the progress now being made by some church institutions and agencies it is urged by this Conference that more attention should be given by child-caring organizations of all kinds to the problems, liabilities and resources of the families from which children come. Evidence of this progress may be found in the greater caution now exercised in the separation of children from relatives, in more thorough case working on admissions to institutions and the administration of mothers' assistance under the auspices of a few church institutions and other private as well as public agencies. It is essential to this progress that there be intelligent co-operation of ministers and churches."

CHILD WELFARE NEWS

Although it contains only eleven pages of text, a new pamphlet, "Points on Child Behavior," by Lawson G. Lowrey, M.D., is one of the most valuable of the publications of the National Committee for Mental Hygiene.

Dr. Lowrey raises the following five "pertinent points for parents":

- Do I cause my child to be nervous?
- Do I cause my child to disobey?
- Do I cause my child to have temper tantrums?
- Do I cause my child to be dishonest?
- Do I frighten my child so he becomes timid and fearful?

On each subject there are only a few paragraphs. The brevity, clearness and simple diction make this something easily read by any one. Institution cottage fathers and mothers and foster parents, as well as parents with children of their own, can make good use of this pamphlet and of another on a similar subject by D. A. Thom, M.D., which was published some time ago. Orders may be sent to the National Committee for Mental Hygiene, 370 Seventh Avenue, New York City. The pamphlets are, "Points on Child Behavior," by Lawson G. Lowrey, M.D., and "Habit Training for Children," by D. A. Thom, M.D. The latter is published in Italian and Yiddish as well as in English editions. Single copies of each pamphlet cost ten cents.

The monthly conference of the Federation of Agencies Caring for Protestants will be an Institute held at the Children's Village, Dobb's Ferry, N. Y., Thursday and Friday, May 26th and 27th.

Mrs. Mary S. Rose, of Teachers College, Columbia University, will speak on Health—Food and Sleep Habits, Recreation. The Psychiatric Clinic and the Institution House Mother will be the subject discussed by Dr. W. W. Williams, Psychiatrist at the Children's Village, and Miss Eleanor Clifton, Resident Psychologist at Berkshire Industrial Farm. Other subjects will be, "What Types of Children Should the Institution Receive?" and "Problems of Personnel and Staff Education."

On March 15th Miss Ruth Berolzheimer came to the staff of the Child Welfare League of America as Extension Director. Much of her work will consist of interpreting the purpose and activities of the League to communities and individuals. As a part of this work she will take over the raising of funds. She succeeds Miss Clara L. Rowe.

Miss Berolzheimer has an extensive background of training and service in children's work. This includes several years as executive of the Jewish Home Finding Society of Chicago, and survey work in New Jersey for the Federal Children's Bureau and in South Carolina for the Child Welfare League of America. Also she has served on the Executive Committee of the League.

ENCLOSURES

(Sent to members of the League only)

1. The Children's Bureau of Cleveland (a pamphlet). In three short pages are given classifications of services provided by the Children's Bureau in 1926.

2. Annual Report (1926). The Church Home Society, Boston. Illustrated and well written, this report gives a clear review of the present activities of one of the best known among the League's members.

A CLERGYMAN URGES TRAINING FOR INSTITUTION WORKERS

Rev. Karl J. Alter, in a recent issue of the Catholic Charities Review, writes of the need of special training for those who are to work in children's institutions. By way of introduction he reviews certain advantages which accrue to those institutions operated by religious communities.

"There are no serious problems to be solved in respect to the turn-over or rapid change of membership in the staff, no serious problem of maintaining proper traditions of service, no serious problem or creating a community of interest among staff members or a uniformity of discipline; neither is there a problem in the matter of recruiting new members to the staff with the necessary character qualifications."

But, with the above exceptions noted, he indicates that among the religious as among lay workers in children's institutions there is need for systematic training to help them in meeting the many problems which involve the care of children in institutions.

"We have, it is true, a certain continuity of tradition in respect to various fundamentals of child care but the practical training for the work depends, nevertheless, primarily on personal contact with the problems, or what might be termed 'the trial and error system.' There is no special course with definite semester hours and carefully arranged curriculum to make available the accumulated experiences of past generations or the findings of experts in this field. Not only is this systematic training wanting, but there seems to be likewise no standard respecting educational qualifications for the admission of candidates to the religious communities. There are some who have a grade school education, others who have had one or more years of high school, and a small number who have had college training. In view of the work which the religious are called upon to perform, it would seem to be as necessary to have certain standards of admission as it is in other lines of endeavor, such as the nursing field, the teaching vocations, and professional work generally. It is only within recent years that social work has been recognized as a special vocation requiring definite training with schools having minimum standards for matriculation. This may offer a reasonable explanation for our deficiencies in the past but not a sufficient apology for their continuation.

"The organization of our Catholic charities has many similar problems to those encountered in organizing our Catholic educational system. The appointment of school superintendents is a matter of recent history in the life of the Church in America. Two fundamentals laid down by practical school superintendents are the following:

1. Standard Curriculum.
2. Standard Teacher Training.

"Many people have a prejudice against all forms of standardization, but frequently their prejudices are based upon a misconception, namely, that there is to be

a dead level of effort and achievement. The standards, however, that are aimed at are merely the minimum standards, with unlimited opportunities for developing higher forms of excellence. If the charities are to take a leaf from the book of experience of the educators, they would do well to strive after these fundamental requisites, allowing for such modifications as the difference in the work would necessitate.

"The Program for the Care of Dependent Children, prepared under the auspices of the Religious Section of the National Conference of Catholic Charities, fills the same need as the standard curriculum does for schools. It is, however, rather general in its nature and stands in need of detailed amplification. A study now being made by the Children's Section of the National Conference of Catholic Charities will, it is hoped, supply this further need.

"What our children's institutions, therefore, require at present in order to make them truly expressive of the perfection of Divine Charity is some sort of training school connected with religious novitiates for the complete and perfect training of their subjects who are to engage in solving the problems of dependent children. It is fully appreciated that such a development must be initiated by the religious themselves under proper ecclesiastical authority."

HANDBOOK FOR THE USE OF BOARDS OF DIRECTORS, SUPERINTENDENTS, AND STAFFS OF INSTITUTIONS FOR DEPENDENT CHILDREN. 1927; 129 pp. Children's Bureau, U. S. Dept. of Labor, Washington, D. C. (Bureau Publication No. 170, price twenty cents.)

Being the work of several contributors, critics, and editors, and therefore more inclusive than if it had been written by any single authority, the new Handbook for Institutions for Dependent Children, published by the Federal Children's Bureau, supplies a need which has long been recognized among American child welfare workers. Its 129 pages provide a brief but good encyclopedia for trustees, executives and staffs of institutions. Also it will serve as an invaluable guide to individuals or organizations contemplating the development of new institutions for children.

Although a critical reading of the Handbook will reflect much credit upon those who prepared it, the reader must be on the alert to locate a few statements which can hardly be reconciled with the practice which we find in our best institutions.

"If the institution includes a 'baby cottage,' a nurse and two assistants are needed for every group of 25 children under 3 years of age" (page 13). Probably the writer of this sentence never has lived for a week or even for a day as one of three workers responsible for the care of 25 children under 3 years of age! In the first place it is unfortunate to think in terms of 25 in a baby unit. Babies cannot thrive under the wholesale methods which must prevail in such a large nursery.

capacity there will still be need for three or four workers, one of them a nurse, for 12 babies. It seems reasonable to expect that there should be one capable employee for each 3 babies. At the most this ratio should not go beyond 1 to 4. Baby care in institutions has fallen into disrepute largely because trustees and executives usually are unwilling to provide an adequate staff.

As it has very few weak points which will warrant such criticism, the Handbook can be used freely by those who seek information of the best standards now operative in institutions caring for children. Certainly it should be in the staff library of every institution.

Chapter subjects are:

1. The Institution as an Agency for Social Work
2. Administration
3. The Plant
4. The Buildings
5. Admissions
6. Physical Care
7. Food and Clothing
8. Mental Health
9. Habit Formation
10. Spiritual and Moral Training
11. Education
12. Recreation
13. Discharge and After-care
14. Records and Statistics
15. List of References

—H. W. HOPKIRK

CHANGES FOR THE DIRECTORY

WASHINGTON, D. C.—Division of Child Welfare, Board of Public Welfare. J. E. Stuart, Agent, has resigned. Mr. Stuart is now Superintendent, Westchester County S. P. C. C., Yonkers, N. Y.

CHICAGO, ILL.—Illinois Children's Home and Aid Society. Address changed to 203 North Wabash Avenue.

OMAHA, NEB.—Nebraska Children's Home Society. Mr. Fletcher, State Superintendent, instead of Rev. George A. Sheafe, who has resigned.

CHARLESTON, S. C.—Division of Child Care, Bureau of Social Welfare, Department of Health and Welfare. Miss Emily M. Bullitt, Superintendent, instead of Miss Louisa DeB. Fitzsimons, who has resigned.

COLUMBIA, S. C.—Child Placing Bureau, State Board of Public Welfare. Address changed to Room 503-5, State Office Building, Senate Street.

FORT WORTH, TEXAS.—Texas Children's Aid Society. Mrs. Sam Gladney, Superintendent, instead of Mrs. Ethel Webber, who has resigned.

Membership not renewed:

Dutchess County Board of Child Welfare, Pough-

INTER-CITY CONFERENCE ON ILLEGITIMACY BULLETIN

President: MR. JAMES E. EWERS, Cleveland, Ohio.
Vice-President: MRS. EDITH M. H. BAYLOR, Boston, Mass.
Secretary-Treasurer: MISS RUTH COLBY, St. Paul, Minn.

REVIEW OF MATERNITY HOME REPORT RECEIVES REPLY FROM AUTHOR

"The March issue of the BULLETIN carried a review of the U. S. Children's Bureau publication, 'A Study of Maternity Homes in Minnesota and Pennsylvania,' of which I am a joint author. The reviewer, Miss Grace A. Reeder, stresses the importance of highly trained workers for dealing with unmarried mothers. In regard to this there can be no disagreement. Miss Reeder, however, criticizes the report for leaving an impression that the Minnesota plan provides a complete program of supervision for the unmarried mother and her child—an impression which she cites evidence to prove is not borne out by the facts.

"The paragraph from the report quoted by Miss Reeder was not intended to give the impression which she drew from it. In the first part of the paragraph it is stated that the homes in Minnesota failed to measure up to certain accepted standards of care, while the State plan is summed up in the following sentence: 'These efforts by the board are contributing to improved physical care for both mothers and babies and a better social policy in dealing with them.'

"In considering the points raised by Miss Reeder it must be borne in mind that the report in question dealt with only 11 maternity homes in four counties of Minnesota, and did not deal, except as incidental to an understanding of the maternity home situation, with the illegitimacy problem throughout the State. Ten of these homes were in three counties with well-organized county child welfare boards having staffs of trained workers. The eleventh was part of a State institution which had its own social service staff. Usually the mothers and babies remained in the homes until the baby was three months old. At that time, it is true, some of the mothers returned to their homes in counties without trained child welfare board workers, but in all these cases initial work had been done by trained workers and, moreover, members of the field staff of the State Children's Bureau gave special attention to cases in counties whose boards had no paid workers.

"The Minnesota plan must be considered, not in the light of some ideal service, but in comparison with existing conditions in other States. In contrast with Minnesota, what other State has any State-wide plan for helping unmarried mothers to obtain support from the fathers and to make the adjustments needed for their own welfare and, especially, the welfare of their babies? I am fairly familiar with this field of children's work in most of the States and I know of no other State which safeguards the babies from disappearance and from exploitation as effectively as does Minnesota.

It is to be hoped, of course, that steady progress in the development of the county child welfare boards into agencies for trained service will continue."—A. MADORAH DONAHUE, Washington, D. C.

WEAF BROADCASTS CHILD STUDY TALKS

The Child Study Association of America has inaugurated a series of radio talks through Station WEAF (492 Meters) of the National Broadcasting Company in New York City. The time assigned for these talks is 11.40 A. M. Eastern daylight saving time. The series was opened on May 9th by Mrs. Daphne Drake, a Vice-President of the Association, who spoke on "Freedom and Discipline." She will be followed on May 23d by Mrs. Cecile Pilpel, who will speak on "Development of Responsibility"; on June 6th, Mrs. Sidonie Matsner Gruenberg—"Children and Money"; June 13th, Mrs. Mary Paddon—"Adolescence" (Growing Up); June 20th, Mrs. Marion Miller—"Early Friendships"; June 27th, Mrs. Elsa Naumburg—"Books and Readings"; July 11th, Mrs. Howard S. Gans—"Training for Truth Telling"; July 18th, Mrs. Lucy Retting—"Play."

ARE YOU GOING ON THE AIR?

"What the commercial world finds advantageous the social agencies usually try out—a little later. Their delay is perhaps a part of the wisdom which seeks tried and tested methods, since there is no lavish publicity budget behind their experiments. Neither are there financial returns in subsequent sales made over a counter. While it is admitted that the social agencies have something to sell and that social welfare is purchasable, it is acknowledged, too, that the intangible product, better health, better living, and social justice, cannot be bought in a neat package upon payment of a dime or a dollar. And the radio fan is but a human being: he likes value received and perceived. The social agencies, then, took to the air not so much for tangible results in dollars and cents as for the stimulation of a thoughtful attitude and the creation of good will. The only measuring stick of the broadcasting stations and of the agencies is the number of letters which are received after a message has been delivered. In the case of social agencies these have been surprisingly few and they have decreased in number in the last year.

"The message from the commercial broadcasters to the social agencies would seem to lie in the adage, 'You can catch more flies with molasses than with vinegar.' The stations feel that many efforts of the social movements have lacked the subtlety that lures attention. There has been a heavy-footed attempt to educate instead of to beguile. 'Humanizing a soulless corporation' Mr. Felix calls the attractive entertainments of some of the firms, but the social agencies have not to any great extent put their best foot forward. They have been too conscious, perhaps, of the seriousness of their job and too anxious to convert an indifferent world."—*Better Times*.